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24 January 2014

Dear Member

Update: PN Coal Qld Negotiations

It is difficult to describe negotiations this week in a few words, but certainly two words would be *very frustrating*.

Following on from the well attended meetings with Traincrew last week, which delivered a resolute message that the current PN Coal offer fell well short of the mark, we spent Wednesday attempting to convey this message to PN Management. Management who were provided with a clear understanding of what Traincrew had indicated at the meetings, would be required to progress this matter to an acceptable outcome in Wednesday's negotiations, but, going on past experience, it was not to our surprise that PN commenced Thursday with another total package offer that, quite frankly, inflamed the already difficult situation.

As explained in previous newsletters, there have been some good gains in negotiations, such as:

- maximum driving hours
- conditions of Barracks
- formulation of workplace improvement committees
- maximum hours of barracks jobs to 36 hours

However, important issues are yet to be resolved and, in some cases, there has been little or minimal movement by Management. The company has not moved from the original demand that any improvements including pay rises cannot cost more than anticipated CPI increases. This position on the back of a 5 year Bosses Agreement has simply infuriated Traincrew and frustrated negotiations.

Your union has made it abundantly clear, to management, that Traincrew are looking for improvements that make the job more workable, more predictable and giving some work/ life balance. Given the latest offer, this advice appears to have fallen on deaf ears.

Some of the items tabled by management yesterday were:

- Abandon total remuneration rate (same pay structure at present)
- Abandon duty cycles (remains annual hours)
- Overtime including ROPS will be paid at 1.7 x BASE RATE (same as present)
- Drivers must make themselves available to work a Min. of 8 ROPS per year (new claim)

- No commitment to a sign on point in the EA (a sign on location could be any point that has minimal facilities to facilitate sign on).
RTBU position is that Traincrew must be assigned a home depot as a sign on location
- Travel to train (TTT) PN have advised that this is a very complicated issue and it could not be implemented without many considerations, therefore it is intended to open the scope to all depots, following a feasibility study and if it is commercially viable they agree to consult with the affected depot and seek agreement from the depot via a voting process.
- ROP shoulders, best endeavours to have Traincrew off by midnight and not start before 0600 on first day back and if required outside those hours the company agree to pay 1.7 x base rate for hours worked after midnight or before 0600
- Annual leave and long service leave to be the same entitlement however to be deducted at average shift length per roster for example 8.12 hours per shift on a 6 and 3 roster or 9.74 hours per shift on a 5 and 4 roster.
RTBU position is that Traincrew have 25 actual days leave deducted at 7.6 hours per day and LSL also deducted at 7.6 hours
- Personal leave (sick leave) 12 days deducted at 7.6 hours (agreed)
- Self-drive, company does not want to change from this being a policy (remember policy can be changed at any time).
RTBU position is, lock this into EA, self-drive only up to 12 hrs. on duty
- Barracks allowance \$71.00 up to 24 hrs and \$97.74 for 24 to 36 hrs away from home, over 36 hrs at company discretion.
RTBU position is \$ 97.74 for up to 36 hrs increased with ATO guidelines and meals paid as per ATO guidelines should natural disaster or breakdown prevent crews returning home within 36 hrs
- Pay increase, CPI only or 2.7 in 2014(CPI released this week) the 1.8% 2nd year and 1.7% in 3rd year

Yesterday's meeting broke up with the company advising that they believe Traincrew are being unreasonable in today's economic climate and they would write to the union by midday next Wednesday 29th January stating their next intention.

On receipt of this letter from PN your Union intends to hold further meetings with Traincrew in order to fully explain the current offer and seek feedback and direction from membership.

Please keep in touch with your local representative, keep an eye out for meeting notices and newsletters and share them with your workmates. Furthermore, I would ask that all efforts are made to attend meetings where possible. This is YOUR agreement and YOUR voice is important.

Unity is Strength



Bruce Mackie
QLD State President